
HOUSE CONCURRENT RESOLUTION

REQUESTING THE AUDITOR TO REVIEW AND REPORT ON STATE
CORRECTIONAL FACILITIES' LEAVE POLICIES AND CORRECTIONAL
OFFICERS' LEAVE USAGE RATES.

1 WHEREAS, public employees of the State of Hawaii, including
2 state correctional officers, are afforded numerous different
3 benefits, including up to twenty-one days of paid sick leave per
4 year which can be accumulated for use upon retirement as
5 additional service credit; and

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7 WHEREAS, there have been numerous allegations made in the
8 media concerning alleged abuses of sick leave by correctional
9 officers, leading to operational problems and increased costs to
10 the State; and

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12 WHEREAS, a report in the *Honolulu Star-Advertiser*
13 discovered that at Oahu Community Correctional Center, on New
14 Year's Day, 2013, eighty-two of two hundred twelve correctional
15 officers scheduled to work called in sick, and on New Year's
16 Day, 2014, fifty-three correctional officers called in sick; and

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18 WHEREAS, on certain days throughout the year, such as
19 national sporting events, reports by media outlets *Honolulu*
20 *Star-Advertiser* and Hawaii News Now show that a substantial
21 number of correctional officers called in sick for work; and

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23 WHEREAS, abuse of sick leave by correctional officers can
24 cause critical staffing shortages in correctional facilities and
25 force the use of overtime by remaining staff members, which has
26 contributed to costs in corrections overtime incurred by the
27 Department of Public Safety of \$6,330,501 in Fiscal Year 2010,
28 \$5,816,032 in Fiscal Year 2011, \$8,700,706 in Fiscal Year 2012,
29 \$7,069,404 in Fiscal Year 2013, and \$9,101,109 in Fiscal Year
30 2014; and



1 WHEREAS, the Department of Public Safety released numerous
2 postings on its website throughout 2014 stating that visitation
3 days for inmates were cancelled at multiple correctional
4 facilities statewide due to staffing shortages; and
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6 WHEREAS, a report by Hawaii News Now covered the death of a
7 correctional officer who, on June 15, 2013, was left alone at
8 his post in Oahu Community Correctional Center after over sixty-
9 six officers called in sick, and who died at a nearby hospital
10 after suffering a cardiac arrest on the job and having to wait
11 thirty minutes in the locked post before getting treatment; and
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13 WHEREAS, the safety and security of inmates, other
14 correctional officers, and residents of surrounding communities
15 may be jeopardized due to staffing shortages at correctional
16 facilities; now, therefore,
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18 BE IT RESOLVED by the House of Representatives of the
19 Twenty-eighth Legislature of the State of Hawaii, Regular
20 Session of 2015, the Senate concurring, that the Auditor is
21 requested to conduct a review of all state correctional
22 facilities' leave policies and leave usage rates by correctional
23 officers; and
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25 BE IT FURTHER RESOLVED that the Auditor determine whether
26 the abuse of such policies is causing operational disruptions,
27 exposing the State to unnecessary costs, or endangering the
28 safety of inmates, staff, and the surrounding community; and
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30 BE IT FURTHER RESOLVED that the Auditor submit a report of
31 findings and recommendations, including proposed legislation, to
32 the Legislature no later than twenty days prior to the convening
33 of the 2016 Regular Session; and
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35 BE IT FURTHER RESOLVED that certified copies of this
36 Concurrent Resolution be transmitted to the Auditor and the
37 Director of Public Safety.

